

CHAPTER 2 CAREER ADVANCEMENT

2-1. Advancement Policy. The policy of the Corps is to fill all positions through selection of the best qualified candidates for the jobs. Civil works team members who grow in experience, skills, and competence will be afforded increased opportunities for advancement. The following are criteria for advancement:

- demonstrating technical competence on all assigned tasks;
- showing traits of adaptability, innovation, and initiative;
- being dependable, responsible, and accountable;
- developing good working relationships with other team members;
- performing as an effective communicator; and
- remaining geographically mobile.

2-2. Developmental Policy. The Corps fosters team member development on a continuing basis to meet both the immediate and the long-range requirements of the agency. This includes providing both job-related and long-range developmental training, and encouraging team member self-development. The objectives of development are to:

- insure the optimum performance of team members in present jobs;
- provide a reservoir of management, technical, and administrative skills to meet the future needs of the Corps; and
- provide an opportunity for team members to grow toward their career goals.

Supervisors and team members have a shared responsibility for team member development. However, one of the supervisor's primary responsibilities is to ensure team members are aware of career development programs and have an opportunity to participate.

2-3. Individual Involvement in the Development of Training Plans. It is important that team members become actively involved in the development of their own five-year IDP training plan by discussing training needs with the appropriate supervisors and training officers. An individual's training needs should be documented on their Total Army Performance Evaluation System support form or counseling checklist. This information should spell out the training needed to improve the team member's job performance and to encourage personal growth.

2-4. Training and Educational Opportunities. There are many opportunities for team members to enhance their value to the Corps natural resources management program and to increase their work satisfaction. Attendance at special seminars, symposia, university courses, and Corps-sponsored training,

and participation in professional societies and activities are encouraged. Training is viewed as an inherent part of the work environment within the natural resources management program and is not to be viewed as a “privilege” or “fringe benefit.”

2-5. Self-Development. Team members are also strongly encouraged to pursue training on their own to increase proficiency and potential. Varied experiences and diversity of responsibility will enhance the competitiveness of team members for professional advancement. One means of doing this is through Department of Defense correspondence courses, that are available without charge on many subjects. Other self-development opportunities are available from a number of Federal agencies, local schools, and colleges.

2-6. Change of Duty Station. All team members should consider permanent changes of duty station between projects, areas, districts, and/or divisions as varied experiences could enhance their competitive positions.

2-7. Professional Certification and Participation in Professional Organizations. Natural resources management team members are strongly encouraged to actively participate in job-related professional organizations and become certified or registered in their professional specialties. Natural resources management-related professional organizations include, but are not limited to: National Recreation and Parks Association, National Association of Interpretation, National Water Safety Congress, National Association of Environmental Professionals, Society of American Foresters, and The Wildlife Society. These organizations offer a wealth of inter-agency information and contacts, conferences, and technical training that may not otherwise be available.

2-8. Career Programs. Various career fields have been identified in Department of the Army Civilian Personnel Regulations for career programs (such as Engineer and Scientist, Safety, Human Resources Management, and Real Estate). Each of these career fields has its own regulation describing career patterns, career intake, appraisal and counseling methods, registration and referral system, and training and development opportunities. These will be the topics of discussion for the majority of the remainder of this pamphlet.